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**FROM**      **NAME:**      James R. Miner, Reg. No. 40,444  
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**MESSAGE**      Attached please find the following regarding U.S. Patent Application No. 10/023,993:

         1. Information Disclosure Statement (IDS), 7 pages;  
         2. Certificate of Transmission, 1 page; and  
         3. Fax Cover Sheet, 1 page.

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**DATE:**      December 30, 2005  
         **TIME:**  
         **CLIENT/MATTER NAME:**      Genworth Financial, Inc.  
         **CLIENT/MATTER NO.:**      52493.000119

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Attorney Docket No. 52493.000119

Application Serial No: 10/023,993

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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**RECEIVED**  
**CENTRAL FAX CENTER****DEC 30 2005**

Application Number : 10/023,993 Confirmation No.: 8154  
Applicant : Jan Marie DESANTI, *et al.*  
Filed : December 21, 2001  
Title : *METHOD FOR ENHANCING JOB PERFORMANCE OF MARGINAL EMPLOYEES*  
TC/Art Unit : 2161  
Examiner: : Unassigned  
Docket No. : 52493.000119  
Customer No. : 21967

Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

INFORMATION DISCLOSURE STATEMENT

Sir:

In accordance with 37 C.F.R. §§ 1.56, 1.97, and 1.98, Applicant respectfully requests consideration of the references listed on the attached Form PTO-1449.

Applicant respectfully requests that the Examiner consider the references cited on the PTO-1449 and that the Examiner indicate that the references have been considered in this application by returning a copy of the Form PTO-1449 with the Examiner's initials in the left column per MPEP 609.

This Information Disclosure Statement is believed to be submitted before the mailing of a first Office Action. Accordingly, no fees are due. However, if any fees are incurred upon the filing of this Information Disclosure Statement, the Commissioner is hereby authorized to charge the undersigned's Deposit Account No. 50-0206.

Respectfully submitted,

Date: 12-30-05By: 

James B. Miner  
Registration No. 40,444

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FORM PTO-1449 (REV. 7-80) C - 15	U.S. DEPARTMENT OF COMMERCE PATENT AND TRADEMARK OFFICE	ATTY. DOCKET NO.: 52493.119	SERIAL NO.: 10/023,993
LIST OF MATERIALS CITED BY APPLICANT  (Use several sheets if necessary) Page 1 of 6		INVENTOR'S NAME: DESANTI ET AL.	EXAMINER: Not Known
		FILING DATE: 12/21/2001	GROUP 2161

U.S. PATENT DOCUMENTS							
*EXAMINER INITIAL	CITE NO.	DOCUMENT NUMBER	DATE	NAME	C L S	SUB CLASS	FILING DATE
	1	5,182,705	1/26/1993	Barr			
	2	5,732,397	3/24/1998	DeTore			
	3	5,819,228	10/6/1998	Spiro			
	4	5,913,198	6/15/1999	Banks			
	5	5,918,215	6/29/1999	Yoshioka			
	6	5,926,792	7/20/1999	Koppes			
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	9	5,999,917	12/7/1999	Facciani			
	10	6,041,304	3/21/2000	Meyer			
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	12	6,122,633	9/19/2000	Leymann			
	13	6,714,914	3/30/2004	Peters			
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	15	6,862,580	3/1/2005	Ford			
	16	6,873,959	3/29/2005	Wood			
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	18	6,886,061	4/26/2005	Yokota			
	19	6,891,946	5/10/2005	Kozic			
	20	6,895,390	5/17/2005	Hagan			
	21	6,915,266	7/5/2005	Saeed			
	22	6,938,006	8/30/2005	Ikeda			
	23	20010051884	12/13/2001	Wallis			
	24	20020002475	1/3/2002	Freedman			
	25	20020004730	1/10/2002	Yoshioka			
	26	20020007290	1/17/2002	Gottlieb			
	27	20020016778	2/7/2002	Konno			
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		FILING DATE: 12/21/2001	GROUP 2161

U.S. PATENT DOCUMENTS							
*EXAMINER INITIAL	CITE NO.	DOCUMENT NUMBER	DATE	NAME	C L S	SUB CLASS	FILING DATE
	28	20020042728	4/11/2002	Berkooz			
	29	20020052764	5/2/2002	BANKS			
	30	20020055860	5/9/2002	Wahlbin			
	31	20020059084	5/16/2002	Wahlbin			
	32	20020059085	5/16/2002	Wahlbin			
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	39	20020069089	6/6/2002	Larkin			
	40	20020069091	6/6/2002	Wahlbin			
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	42	20020077869	6/20/2002	Doyle			
	43	20020082873	6/27/2002	Wahlbin			
	44	20020087363	7/4/2002	Wahlbin			
	45	20020103672	8/1/2002	Torres			
	46	20020111834	8/15/2002	Kogure			
	47	20020128877	9/12/2002	Levit			
	48	20020128881	9/12/2002	Wahlbin			
	49	20020133379	9/19/2002	Lewis			
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	52	20020156657	10/24/2002	de Grosz			
	53	20020169640	11/14/2002	Freeland			
	54	20020184058	12/5/2002	Simonson			
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		FILING DATE: 12/21/2001	GROUP 2161

U.S. PATENT DOCUMENTS							
*EXAMINER INITIAL	CITE NO.	DOCUMENT NUMBER	DATE	NAME	C L S	SUB CLASS	FILING DATE
	55	20020188480	12/12/2002	Liebeskind			
	56	20020188483	12/12/2002	Fisher			
	57	20020194034	12/19/2002	Mears			
	58	20030009357	1/9/2003	PISH			
	59	20030033173	2/13/2003	Suzuki			
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	61	20030055688	3/20/2003	Berk			
	62	20030074230	4/17/2003	Merkin			
	63	20030078814	4/24/2003	Goux			
	64	20030144887	7/31/2003	Debber			
	65	20030158757	8/21/2003	Shtivelman			
	66	20030204421	10/30/2003	Houle			
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	80	20040078244	4/22/2004	Katcher			
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		FILING DATE: 12/21/2001	GROUP 2161

U.S. PATENT DOCUMENTS							
*EXAMINER INITIAL	CITE NO.	DOCUMENT NUMBER	DATE	NAME	C L S	SUB CLASS	FILING DATE
	82	20040083123	4/29/2004	Kim			
	83	20040093242	5/13/2004	Cadigan			
	84	20040102984	5/27/2004	Wahlbin			
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	86	20040103002	5/27/2004	Lawrence			
	87	20040103004	5/27/2004	Wahlbin			
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	97	20040128170	7/1/2004	Mackethan			
	98	20040133456	7/8/2004	Nagelvoort			
	99	20040143484	7/22/2004	Houle			
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	102	20040153347	8/5/2004	Kunze			
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	106	20040215493	10/28/2004	Koppes			
	107	20040225534	11/11/2004	Zheng			
	108	20040225535	11/11/2004	Bond			
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	109	20040225536	11/11/2004	Schoen			
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	111	20040243450	12/2/2004	Bernard			
	112	20050010454	1/13/2005	Falk			
	113	20050015283	1/20/2005	Iino			
	114	20050027551	2/3/2005	Mayer			
	115	20050043972	2/24/2005	Kossol			
	116	20050055250	3/10/2005	Wolfgang			
	117	20050055251	3/10/2005	Ashley			
	118	20050060204	3/17/2005	Prange			
	119	20050071181	3/31/2005	Christ			
	120	20050071203	3/31/2005	Maus			
	121	20050080653	4/4/2005	Stemple			
	122	20050086084	4/21/2005	Dillard			
	123	20050119920	6/2/2005	Murphy			
	124	20050125260	2/9/2005	Green			
	125	20050125261	6/9/2005	Adegan			
	126	20050137911	6/23/2005	Conn			
	127	20050144039	6/30/2005	Tamblyn			
	128	20050144045	6/30/2005	Corsi			
	129	20050144046	6/30/2005	Schloss			
	130	20050149365	7/7/2005	Johnson			
	131	20050182660	8/18/2005	Henley			
	132	20050187799	8/25/2005	McGiffin			
	133	20050187800	8/25/2005	Luftig			
	134	20050187802	8/25/2005	Koeppel			
	135	20050192849	9/1/2005	Spalding			
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